

**Memorandum of Understanding (MOU)**

**Between Tumwater School District and Tumwater Association of Paraprofessionals**

The Tumwater School District ("the District") and the Tumwater Association of Paraprofessionals ("TAP") hereby enter into the following agreement:

When a new paraprofessional is hired, credit will be given for certificated teaching experience when determining what step the paraprofessional will start at on a 1:1 basis, in full year increments. The paraprofessional will receive one year of credited experience for each year of certificated experience.

There will be a one-time option for paraprofessionals currently employed by Tumwater School District to submit prior certificated teaching experience on a 1:1 basis, in full year increments. The paraprofessional will receive one year of credited experience for each year of certificated experience.

All current paraprofessionals will be informed by email of this change will be sent. Current paraprofessional will have until April 1, 2024, to notify Human Resources of official verification by a VOE of prior certificated experience.

This Memorandum of Understanding will be in effect for the length of the current collective bargaining agreement and will be reconsidered at the next bargain.

For TAP:

Megan Ready

For the District:

Wendy Brunley

Date:

1-19-24

Date:

1/10/24